

LIMPOPO PHSDSBC QUARTERLY REPORT
01 JULY 2024 – 30 SEPTEMBER 2024

1. INTRODUCTION

This report is a presentation of the work performed by the Limpopo Chamber. The report covers the 01 July 2024 – 30 September 2024

2. MEETINGS IN THIS PERIOD

- 2.1 21 August 2024 Special Chamber meeting
- 2.2 22 August 2024-Chamber Meeting

3. CHAMBER MANAGEMENT COMMITTEE ELECTED AT THE CHAMBER MEETING PRECEDING THE COUNCIL AGM.

No.	Office Bearer Name	Constituency
1.	Mr Patricia Matlhadisa (Chairperson)	Labour (PSA)
2.	Ms Patricia Maenetja (Vice-Chairperson)	The Employer
3.	Ms Pretty Mamabolo (Chamber Secretary)	Secretariat

4. CHAMBER ADMINISTRATION

1. Limpopo Chamber Evaluation						
STANDARD	INDICATOR Meeting Date	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	Variance	COMMENTS	REMEDIAL ACTION
1.1 Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the Chamber meeting)	21 August 2024 (Special Chamber Meeting)	100% Compliance	N/A	0%	The meeting was held successfully.	None
	22 August 2024 (Chamber Meeting)	100% Compliance	08/07/2024	0%	The meeting was held successfully.	
1.2 All meeting bundles of documents must be ready on the day of the meeting. (i.e. conglomeration of all documents that must have been distributed beforehand)	21 August 2024 (Special Chamber Meeting)	100% Compliance	19 August 2024	0%	Documents were compiled as per the prescribed timeline.	None
	22 August 2024 (Chamber Meeting)	100% Compliance	22 August 2024	0%	Documents were compiled as per the prescribed timeline.	

1. Limpopo Chamber Evaluation

STANDARD		INDICATOR Meeting Date	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	Variance	COMMENTS	REMEDIAL ACTION
1.3	Minutes must be to the acceptable standard.	22 August 2024 (Chamber Meeting)	100% Compliance	Minutes of 12 June 2024 were adopted without amendments	0%	None	

2. OPTIMAL PARTICIPATION BY PARTIES TO MAXIMISE THE EFFICIENCY OF THE CHAMBER

STANDARD		INDICATOR	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
2.1	Regular and consistent attendance of meetings by both parties.	Attendance of meetings by parties.	All parties must attend at least 90% of scheduled Chamber meetings.	100% attendance by all parties	0%	All parties attend chamber meetings

2.2	Every party would be represented by the authorized representatives.	Number of parties who submit letters of credence 45 days before the Council AGM.	100% Compliance	70%	30%	All parties submitted their credential letters.
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3 ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS					
STANDARD	INDICATOR	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
3.1 Agenda items must be submitted to the Chamber Secretary fourteen (14) days before the Chamber meeting.	Number of agenda items submitted within 14 days before the Chamber Meeting.	100% compliance	100%	0%	All agenda items are submitted 14 days prior to the chamber meetings.
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	No agenda items were finalized within three (3) normal meetings.		None

3 FACILITATE THE STREAMLINING OF AGENDA ITEMS TO ENSURE THAT CHAMBER OPERATES OPTIMALLY

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
3.3 Parties to hold a caucus at least a day before the meeting.	Number of caucuses held	100% Compliance (All parties hold their caucuses before the Chamber meeting).	50% Compliance.	50 %	Both Labour and the Employer convene their caucuses. Employer 23 July 2024 Labour 20 August 2024.
3.4 Chamber Management Committee (CMC) must have a meeting before the Chamber meeting.	Number of meetings held	100% Compliance	100%	0%	Prior to each Chamber meeting, the Chamber management team meets for an hour beforehand.

4 ENSURE THAT AGENDA ITEMS ARE ATTENDED TO AND RESOLVED SPEEDILY

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
4.1 All parties must be mandated to engage on all items on the agenda.	Number of parties with mandate to engage.	100% Compliance (Parties come in a meeting with mandated positions).	100% compliance	0%	All parties have mandates to engage on the matters before the agenda.

5 ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
5.1 Every Chamber must establish a Task Team to monitor new collective agreements.	The number of Chambers with functional Task Teams.	All Chambers had established implementation Monitoring Task Teams for new collective agreements.	100%	0%	There is an existing Chamber Task Teams in Monitoring the Implementation of Signed PHSDSBC Collective Agreements
5.2 At least one (1) Chamber report on monitoring of implementation of a collective agreement.	The number of Chambers that submit monitoring reports.	Report on the implementation and monitoring of Collective Agreements.	100%.	0%	The Task Team is currently monitoring two resolutions: Resolution 3 of 2019. Resolution 1 &2 of 2023. The Task Team regularly submit reports on the two resolutions.

6 MEASURE THE LABOUR PEACE AND RELATIONSHIP AMONG PARTIES (refer to completed Strike Action template hereunder)					
STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
6.1 Zero wild cat strikes.	The number of wild cat strikes that occurred within the Chamber's jurisdiction.	Report of wild cat strikes that occurred within the Chamber's jurisdiction.	Reported in the Chamber.	N/A	N/A
6.2 Zero walk-out	The number of walk-out that occurred within the Chamber's jurisdiction.	Report on walk outs that occurred within the Chamber's jurisdiction.	No recorded walkout.	Nil	N/A
6.3 Minimal disputes related to the Chamber items.	The number of disputes declared in relation to an agenda item.	Report on disputes that related to the Chamber agenda item.	No disputes related to Chamber items	Nil	N/A

7 ENSURE CAPACITY BUILDING FOR CHAMBERS					
STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
7.1 Twenty (20) Chamber Management Committee members must attend the EXCO and Chamber Management workshop.	The number of Chamber Management Committee members who attend the EXCO and Chamber Management workshop.	All twenty (20) Chamber Management Committee members subjected to Capacity Building by EXCO.	100%	Zero	The workshop was held in 2023.

7 ENSURE CAPACITY BUILDING FOR CHAMBERS					
STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
7.2 Submit the training needs to Council.	The number of training needs submitted per Chamber.	The Chambers training needs analysis tool was forwarded to parties.	Not yet submitted.	Zero	The needs are still being compiled.
7.3 To have a Chamber operational planning session once a year.	The number of successful operational planning sessions undertaken by the Chamber.	All Chambers to hold operational planning sessions.	No yet submitted.	Zero	Not yet convened due to financial constraints.
7.4 To have a workshop on how the Chamber operates	One workshop per financial year.	All parties to the Chamber to attend the workshop	No yet convened	Zero	The workshop was convened on 22 August 2024

08. REPORTING ON INDUSTRIAL ACTION

There were no instances of industrial action reported during the specified period for both the Department of Social Development (DSD) and the Department of Health (DoH).

09. PROMINENT ISSUES REQUIRING EXCO AND/OR COUNCIL ATTENTION.

No significant issues have been referred to the Executive Committee (Exco)

10. LIFESPAN					
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
1.	Chamber Task Teams in Monitoring the Implementation of Signed PHSDSBC Collective Agreements – PHSDSBC	PHSDSBC	21 February 2020 to date Four (4) years and seven (7) Month	Retained (Standing agenda item)	Monitoring and Implementation of the PHSDSBC Resolution 3 of 2019 and Resolution 1 and 2 of 2023
2.	Monitoring of the implementation of the Recommendations made by the PHSDSBC Task Team on PPT Terms and Conditions of Employment prior to transfer into EMS	DENOSA	22 October 2021 to date Two (2) years and eleven (11) months	Retained	The matter remains under discussion in Chamber.
3.	Draft Collective Agreement on Compressed Working Week and Averaging of working Hours	DENOSA	07 December 2021 to date Two (2) years and nine (9) months	Removed 22 August 2024	The Employer stated that their principals have confirmed their decision regarding Section 12. As a result, this specific section will not be removed from the draft agreement.

10. LIFESPAN					
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
					The Employer proposed the removal of the item from the agenda and Labour seconded the proposal.
4.	Backup Power system in the clinics and hospitals - DENOSA	DENOSA	23 February 2023 One (1) year and six (6) months	Retained	The matter is still being discussed in Chamber.
5.	Non-provision of uniform to EMS Personnels	HOSPERSA	24 August 2023 One (1) year and one (1) month	Retained	The matter is still being discussed in Chamber.
6.	Restructuring of Organisational Structure in the Department of Health Without following the Consultation Process	LABOUR	19 October 2023 Eleven (1) months	Retained	None
7.	Provisioning of uniforms/PPE's for FPO employees.	NEHAWU	20 November 2023 Ten (10) months	Retained	The matter is still being discussed in Chamber.
8.	Proposed AD-HOC structure by the Department of Social Development in Limpopo Province.	DSD	12 June 2024 Two (2) meetings	Retained	The matter remains under discussion in Chamber.

10. LIFESPAN					
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
9.	Review of the Monitoring and Evaluation Policy by the Department of Social Development in Limpopo Province.	DSD	12 June 2024 Two (2) meetings	Removed 22 August 2024	The matter remains under discussion in Chamber.
10.	Theft and loss policy.	DSD	12 June 2024 Two (2) meetings	Retained	The matter remains under discussion in Chamber.
11.	Implementation of the Head Office Organizational Structure	DoH	12 June 2024 Two (2) meetings	Retained	The matter remains under discussion in Chamber.
12.	Challenges Faced by Trained Professional Nurses Iro Unpaid Labour	NUPSAW	22 August 2024 One (1) meeting	Retained	The matter remains under discussion in Chamber.

